

GOVERNMENT OF ANDHRA PRADESH
ABSTRACT

THE MINIMUM WAGES ACT, 1948 – Revision of minimum rates of wages in the Employment in “**PAPER AND PAPER BOARDS (INCLUDING STRAW BOARD) INCLUDING HAND MADE PAPER MANUFACTORY**” in Part-I of the Schedule to the Minimum Wages Act, 1948 – Preliminary Notification – Orders – Issued.

LABOUR, EMPLOYMENT, TRAINING & FACTORIES (LAB.II) DEPARTMENT

G.O.RT.No. 338

Dated: 09-09-2018

Read the following:

1. From the Commissioner of Labour, Vijayawada Lr.No.J1/138/2018,
Dated :01.08.2018.
2. G.O.Ms.No.62, L.E.T. & F. (Lab.II) Department, dated 09/11/2011 vide
Gazette Notification No.42, dated 18/01/2012.

ORDER:

The Commissioner, Printing, Stationery and Stores Purchase, Vijayawada is requested to publish the appended Notification in the Extra-ordinary issue of the Andhra Pradesh Gazette in English and Telugu languages.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

J.S.V.PRASAD

SPECIAL CHIEF SECRETARY TO GOVERNMENT

To

The Commissioner, Printing, Stationery and Stores Purchase, Andhra Pradesh, Vijayawada for publication in the Extra-ordinary issue of Andhra Pradesh Gazette and supply 20 copies to Government, 1000 copies to the Commissioner of Labour, Andhra Pradesh, Vijayawada.

The Commissioner of Labour, Andhra Pradesh, Vijayawada.

All Collectors, through Commissioner of Labour, Andhra Pradesh, Vijayawada.

The Secretary to Government of India, Ministry of Labour & Employment, Shramshakti Bhavan, New Delhi.

The Secretary to Government, Department of Labour & Employment, Government of Tamilnadu, Chennai.

The Law (B) Department.

Sf/Sc.

//Forwarded::By order//

Section Officer

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PRELIMINARY NOTIFICATION

The following revision of minimum rates of wages as specified in column (3) of the Schedule appended to this notification as payable to the each category employees specified in the corresponding entry column (2) thereof and employed in the employment in “PAPER AND PAPER BOARDS (INCLUDING STRAW BOARD) INCLUDING HAND MADE PAPER MANUFACTORY” included in Part-I of the Schedule to the Minimum Wages Act, 1948 (Act 11 of 1948) which it is proposed to make in exercise of the powers conferred by sub-section(1) of Section 3 and sub-section (2) of Section 5 of the minimum wages Act, 1948 (Act 11 of 1948), is hereby published for information of all the persons likely to be affected thereby as required under clause (b) of sub-section (1) of Section 5 of the said Act.

2. Notice is hereby given that any objections or suggestions, in respect of the wages as proposed in the Schedule, which may be received within the period of two months from the date of publication of this notification in the Andhra Pradesh Gazette, will be considered by the Government of Andhra Pradesh.

3. Objections or suggestions should be addressed to the Special Chief Secretary To Government, Labour, Employment, Training and Factories Department, Government of Andhra Pradesh through the Commissioner of Labour, Andhra Pradesh, Vijayawada.

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SCHEDULE

PAPER AND PAPER BOARD (INCLUDING STRAW BOARD) INCLUDING HAND MADE MANUFACTORY

Sl. No.	Name of the Category	Basic wage proposed in the Preliminary Notification at 1260 CPI Points						Cost of Living Allowance to be paid per each of point of increase while following 100% neutralization			
		Paper Manufactory		Paper Board Manufactory		Handmade Paper Manufactory		Paper & Paper Board Manufacturing		Handmad Paper Manufactory	
1	2	Zone-I	Zone-II	Zone-I	Zone-II	Zone-I	Zone-II	Zone-I	Zone-II	Zone-I	Zone-II
A											
1	Highly Skilled (Grade.I): Machine Driver, Welder Gr.I, Electrician Gr.I, Instrument Machine Moulder Gr.I, Patron Maker, Plumber, Lineman, Refrigeration Mechanic, Checker, Bleaching Operator, Winder, Boiler Attendant, Bank Tender, Cable Jointer, Turbine Attendant, Shift Supervisor and Chemist, Foreman (Ele.Mechanical) Instrumentation, Rewinder, Paper Machanic, Workshop Cutters, Pulp Mill aeronics Etc., Roll Grinder, Senior Mechanic, Senior Wireman.	12866	11946	12866	11946	12411	11740	10.20	9.45	9.85	9.30
2	Cutter-cum Skilled (Grade-B):- Operator, Cuilloine Operator, Sampleman, Drillers, Electrician, Pump Attendant, Fitter Gr.II, Mechanic.II, Carpenter Gr.II, Moulder Gr.II,	11706	10988	11706	10988	11325	10789	9.25	8.70	8.95	8.55

	Blacksmith Gr.II, Welder Gr.II, Kalasi, Instrument Mechanic Gr.II, Grander Stone Crusher, Furnisher, Boiler Attendant Gr.II, Asst.Chemist, Draftsman, Turner, Turoine Operator Gr.II, Plumber Gr.II, Winder Gr.II, Sharper, Fabricator Attendant (Steam Control, Bleaching Digester, Furnace range), Electrician, Turner/Mechanist, Attender, Knife Grinder, Chipper, Calender and rope real rewinder, Cutter Machine, Cuillotine Machine, Boiler Turbine, Evaparator, D.M.Plant, Sueprvisor (Finishing work, Stock room, Soda Recovery, Chemist etc.,) Blue Print Operator, Maistry cum Brosser Assistant, Inspector, Kalasi, Jamedar, Maistry, Fireglass Liner, Miller, Compositor, Wireman, Switch Board Operator etc.,										
3	Semi Skilled (Grade.C):- Laboratory Boys, Asst.Operator, Hammer Man, Mechanic Gr.III, Asst.Painter, Asst.Mason, Asst.Carpenter, Asst.Moulder, Store and Yard Boys, Finishers, Weighman and Cilman, Sardar, Attendant Chipper Oprator, Kinfe Grinder, Screening Tracer, Dye preparation, Size kitchen Chemical godown dyers and size press, rewinder, Cutter machine, Spout, Furnace range, Hiptop, Hipo bottom, Chloring Grassifier, Mul Filler, Testers, Effuent Sample, Water Carrier, Blacksmith, Kalasi, Plumber, Painter, Attendant (DFigester house bottom pulp mill, button, Chip, Silo pulper, Wire boy, Stamper and maker, Ash Coal, Draf and Scrapper, Wile liquor, Pump and plancing mukadam, Crane Driver, Press boy, Wet Boy, Asst.Compositor, Builder, Valva Operator, Asst.Checker, Pressman, Fireman, Kalasi, Pointsman, Water Pump Attendant, Feed Pump Attendant, Moulder, Helper, Asst.Welder, Asst.Turner, Asst.Fitter, Dryer, Attendant etc., Asst.Knife Changer, Asst.Digester, Cook, Asst.Washing Operator, Asst.Screening Operator, Asst.Bleach Plant Operator, Rag Breaker Attendant, Rag Beater Attendant, Rag Boiler Attendant.	11278	10653	11278	10653	10828	10337	8.95	8.45	8.55	8.20

4	Unskilled (Grade.D):- Casual Labour in loading and unloading operations including chemicals and in Bamboo yard, Chipper house feeding, brokefeeding finishing, lime supply, Paper Machine broke housing, Fitter house broker, rensing reem packing, Paper godown, Lime remover, Coal Feeding, Waste Paper binding and in other operations and similar operations, Token Boys, Sample Boys, Sample Petrol Bunk Attendant, Truck Boy etc., Mazdoor, Lableman, Attendant, Helpers, Cleaners, Sweepers, Scavenger, Chowkidars, Watchman and Ward Security Sardar or Guards (Whether by Contract or otherwise direct payment by management)	10675	10090	10675	10090	10297	9794	8.45	8.00	8.15	7.75
5	OFFICE STAFF:-										
6	Manager/ Superintendent	12866	11946	12866	11946	12471	11740	10.20	9.45	9.90	9.30
7	Accountant/ Senior Assistant (Accounts Personnel, Purchase material etc.,)	11706	10988	11706	10988	11325	10789	9.25	8.70	8.95	8.55
8	Clerk, Typist, Statistical Assistant, Cashier, Stenographer, Office Assistant, Accounts Time Keepers, ESI Stores Purchase	11278	10653	11278	10653	10828	10337	8.95	8.45	8.55	8.20
9	Office Attendants (Unskilled)	10675	10090	10675	10090	10297	9794	8.45	8.00	8.15	7.75

COST OF LIVING ALLOWANCE

The minimum basic rates of wages fixed are linked to the Consumer Price Index Numbers for the industrial workers at 1260 points (Base Year 1982=100 series). The Commissioner of Labour shall notify the Cost of Living Allowance for every six months i.e. 1st April and 1st October. For this purpose, the average rise in the State Industrial Workers consumer Price Index numbers for half year ending December and June respectively shall be taken into account. The details of calculation of Cost of Living Allowance for any rise in cost of Price Index over and above 1260 points are specified at Col.No.4 against each category in schedule.

NOTE:-

1. To arrive at a daily rate, the monthly rate shall be divided by 26, which includes the rest day wages
2. If any of the categories employed in this employment are left out they should not be paid less than the minimum rates of wages fixed in the category of the workers, being the same and similar category of work in this employment.
3. Where any category of employee is actually in receipt of higher rate of wages than those specified above shall continue to be paid such higher wages
4. Where the nature of work is the same, no discrimination on payment of minimum rates of wages should be made in respect of male and female workers.
5. Paper and allied industries means any paper manufactured from wood, Pulp Straw Buggasi, Jute Pulp or any other raw material.
6. Paper Board means any material used for manufacturing board using wood pulp straw Buggasi Jute Pulp or any other raw material.
7. (a) Unskilled work work is one which involves simple operations requiring little or no skill or experience on the job.
(b) Semi-skilled work is one which involves some degree of skill or components acquired through experience on the job and which is capable of being performed under supervision of guidance of a skilled employer and includes skilled supervisory work.
(c) Skilled work is one which involves skill or compliance acquired through experience on the job through training as on apprentice in a technical or vocational institute and the which calls for initiative and judgment.

Where piece rate workers are employed, the remuneration paid to each of them for a normal working day shall not be less than the minimum wage fixed for a general worker being similar work, calculated on the basis of 8 hours a day.

8. Zone –I : Comprises of Hyderabad, Secunderabad, Vijayawada, Visakhapatnam and Tirupati.
Zone –II : Comprises of other Municipal Corporations / all Municipalities
Zone –III : Comprising of the rest of areas.
9. For categories in the employments of Security Services and Safai Karmacharis, Driver/Cleaner in Public Motor Transport the minimum wages fixed/revised in the respective employments shall be applicable.

J.S.V.PRASAD

SPECIAL CHIEF SECRETARY TO GOVERNMENT

SECTION OFFICER